



ELEMENT FOUR

Universal Access

(29 CFR 37.54(d)(1)(v))

(29 CFR 37.42)

ELEMENT FOUR

Provision of Universal Access to Programs and Activities

(29 CFR 37.54(d)(1)(v)) (29 CFR 37.42)



Purpose

It is the intent of this section to address how the State of Arizona will continue to comply with the concept of universal program accessibility.

Narrative

The State has communicated the obligation of recipients (including, e.g., LWIA's, one-stop operators and service providers) to make efforts (including outreach) to broaden the composition of the pool of those considered for participation or employment in their programs and activities in an effort to include members of both sexes, of the various racial and ethnic groups and of various age groups, as well as individuals with disabilities.

Arizona's non-discrimination procedures are uniform guidelines to assure compliance with Section 188. The procedures ensure that no person shall be discriminated against on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief, and for beneficiaries only, citizenship or participation in programs funded under WIA, in admission or access to opportunity, or treatment in, or employment in the administration of or in connection with any WIA funded program or activity.

Subrecipients must also accommodate the known physical or mental limitations of their otherwise qualified disabled employees, applicants for employment, and participants in an employment and training program, as long as the accommodations do not impose an undue hardship on the recipient. A "reasonable accommodation" is an adaptation of the workplace, the equipment, or the job itself, which enables a disabled individual to do a particular job for which he or she is qualified in training and abilities. For a disabled individual person to be "qualified", he or she must be able to perform, with reasonable accommodation, if necessary, the essential elements of the job. A disabled person who cannot perform essential functions, even with reasonable accommodations, is not qualified, and therefore may be denied employment or advancement in employment.



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Recipients have made and will continue to make efforts to broaden the composition of those considered for participation or employment in their programs and activities as described above.

Arizona requires all WIA recipients to assure the development of written policies procedures for assisted core, intensive and training services. To assist local areas the state has issued assurances at the state level, which specifically state how the local area plans to carry out the directive. Operational plans at the local level must include how they will make efforts (including outreach to broaden the composition of the pool of those considered for participation or employment in their WIA Title I-financially assisted programs and/or activities, the various racial/ethnic and age groups and persons with disabilities.

The State monitors and evaluates the success of recipient efforts to broaden the composition of those considered for participation and employment in their programs and activities, as described above.

The state quality assurance liaisons are responsible for monitoring all WIA recipients and ensuring compliance with the universal access element of nondiscrimination and equal opportunity provisions of Section 188 of the WIA. The EO Officer will also request on a quarterly basis, a complaint log to be submitted by each local WIA, which will outline any complaint and stages they are in, if any.